



State of California
Employment Training Panel

Training Proposal for:
Icon Identity Solutions, Inc.
Agreement Type: \$75,000 or Less
Agreement Number: ET09-0295

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **San Diego**

Analyst: Joe Davey

CONTRACTOR:

- Type of Industry: Manufacturing:
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees
 - California: 20
 - Worldwide: 440
 - Number to be trained: 20
- Manager/Supervisor: 16%
- Turnover Rate: 0%
- Repeat Contractor: ☐ Yes ☒ No
- Substantial Contribution: ☐ Yes ☒ No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$11,520
- In Kind Contribution: \$19,240
- Average Cost per Trainee: \$576
- Post Retention Wage: \$12.85
- Health Benefits: \$2.76 per hour
- Occupations to be Trained: Administrative Staff, Managers, Production Staff, Project Managers

- Training Menu:
 - ☒ Business skills
 - ☐ Commercial skills
 - ☐ Computer skills
 - ☒ Cont. Improvement
 - ☐ Literacy skills
 - ☒ Management skills
 - ☒ Manufacturing skills
 - ☒ Other: Hazardous Materials
- Advanced Technology: ☐ Yes ☒ No
- Range of Hours: 24 - 150 Weighted Average: 32
- Multiple Job Numbers: ☐ Yes ☒ No
- County(ies) Served: San Bernardino
- Union Representation: ☐ Yes ☒ No
- Subcontractor: To Be Determined
- Third Party Services: N/A

INTRODUCTION

Icon Identity Solutions, Inc. (Icon) manufactures, designs, and installs illuminated and non-illuminated signs for commercial, financial, retail, hospitality, and other clients. Based in Illinois, the company has established its California facility this year and currently employs 20 at its Rancho Cucamonga location.

According to a company representative, changes within the industry in the form of new processes, materials, and equipment demand that Icon change the way it produces its signs. The company also expects to expand to 25 total employees within a year. Therefore, the company needs to provide its employees training in Business, Continuous Improvement, Manufacturing, Hazardous Materials, and Management Skills.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal.